



HUMAN RESOURCES SUPPORT PROGRAM

THE LAKE COUNTY COMMUNITY FOUNDATION
TECHNICAL ASSISTANCE FUND



As the second phase of the [Technical Assistance Fund](#), the Lake County Community Foundation (LCCF) is launching a pilot [Human Resources Support Program](#) in partnership with experienced HR professionals from [HR Source](#).

This membership program is designed to help Lake County nonprofits strengthen their HR practices, policies, and people operations, including hiring and onboarding compliance, employee relations, staff retention and more, ultimately building long-term organizational resilience. HR Source is a nonprofit employers' association serving more than 1,200 companies and organizations in Illinois. The association provides a range of human resources services, including training, legal and employee benefits services to its members.



LCCF will provide a one-year HR Source membership to 10-15 Lake County nonprofits. Organizations without a dedicated HR professional on staff will be prioritized. At the end of the year, participants may have the opportunity to continue membership through a shared cost arrangement with the Foundation.

Selected organizations will receive:

- A one-year sponsored membership to [HR Source](#)
- An [HR hotline](#) staffed by HR professionals and attorneys able to answer questions, help organizations stay compliant, deal with employee relations issues and share best practices
- [HR audit](#) - a facilitated assessment of HR policies and practices to identify strengths, compliance risks, and opportunities for improvement.
- [Surveys](#) - comprehensive surveys including wage, salary policy, benefits and more
- Roundtable - Nonprofits will also participate in two roundtable sessions over the year. This peer learning opportunity will be facilitated by HR Source and will provide a forum for participants to share their HR struggles and learn from each other.
- Training - multiple training opportunities and webinars on a variety of HR topics
- A weekly email newsletter to keep organizations informed about new employment laws and timely issues facing employers
- HR Exchange - a collection of online communities where HR Source members can connect and interact to ask questions, collect data, share best practices and reap the rewards of being part of an association
- Discounts on additional consulting and customized HR services

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Eligibility & Selection

Organizations must:

- 501(c)(3) nonprofit organizations serving Lake County residents
- Not currently holding an existing membership with HRSource or a comparable HR support organization.
- Demonstrate a commitment to strengthening organizational capacity and workplace practices
- Have leadership capacity to actively engage in the opportunity over the membership year
- Organizations with 199 employees or fewer are eligible

*** Please note that small to mid-sized organizations may be prioritized*

Up to 15 organizations will be selected for the program. Applications will be reviewed based on:

- Demonstrated HR-related needs or challenges
- Readiness and commitment to organizational learning and improvement
- Potential impact of the membership on organizational sustainability and staff wellbeing
- Thoughtfulness and clarity of responses
- Organizational alignment with [LCCF's values and community priorities](#)

Participation Expectations

Selected organizations will be expected to:

- Designate at least one staff member to serve as the primary participant/contact
- Actively utilize HR Source membership resources during the year
- Participate in periodic peer learning or reflection opportunities facilitated by LCCF and/or HR Source
- Thoughtfulness and clarity of responses
- Complete brief feedback/evaluation activities to help inform future Technical Assistance Fund programming

Timeline

- Complete the Membership Sponsorship [Application](#) (opening June 9, 2026)
- Applications due by Monday, June 22, 2026
- Organizations notified by Monday, June 29, 2026
- Membership begins July 1, 2026



Please click here for the [application link](#) – the application will go live on June 9, 2026.

To learn more about the Technical Assistance Fund, contact Emily at emily@lakecountycf.org or Quetzali at quetzali@lakecountycf.org.



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Growing Philanthropy. Building Community.